

CHAPTER 9.

JOB SATISFACTION AND WORK PREFERENCES

The previous Chapter considered one particular aspect of the working conditions of employed persons—their working patterns and hours of work. In this Chapter attention is given to working conditions from a broader perspective, with particular emphasis on employees' attitudes towards, and preferences for, the various aspects of their working conditions.

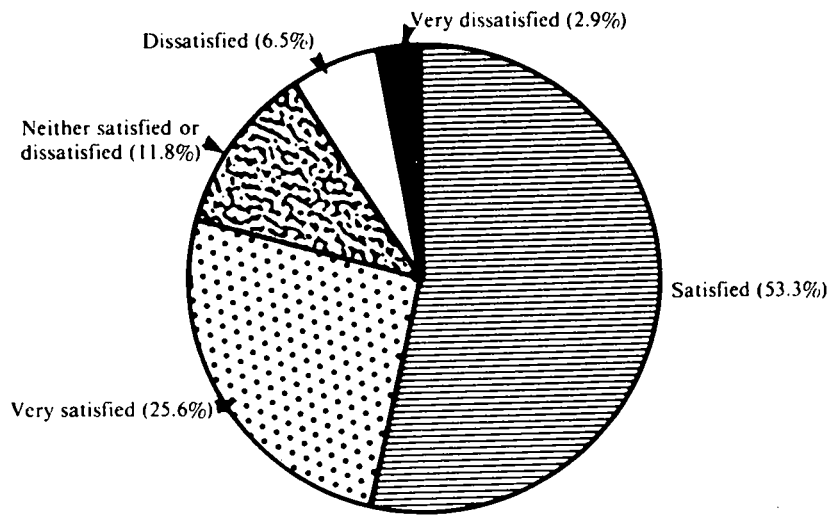
Information has been obtained from two household surveys. A survey of job satisfaction was conducted during the period February to May 1979 and aimed to obtain information on employees' attitudes to working conditions. Aspects such as the overall level of satisfaction with the job and with the amount of pay received together with opinions on desirable changes to working conditions were covered by the survey. A second survey conducted during the period March to May 1982 obtained information about preferences for working arrangements, such as number of hours worked, type of working week, start/finish times, etc.

TABLE 9.1. OVERALL LEVEL OF JOB SATISFACTION AND AGE, FEBRUARY TO MAY 1979

Age group	Number of employees (' 000)	Very dissatisfied	Dissatisfied	Neither	Satisfied	Very satisfied	Total
				satisfied nor dissatisfied			
—per cent—							
MALES							
15-19	296.2	3.2	7.0	9.1	47.6	33.1	100.0
20-24	405.9	4.1	9.3	15.8	52.6	18.2	100.0
25-34	807.2	3.5	7.1	13.6	54.2	21.6	100.0
35-44	567.1	2.1	6.5	11.9	56.6	22.9	100.0
45-54	493.3	1.7	4.4	9.8	59.3	24.8	100.0
55-59	209.0	*	3.8	12.2	55.8	26.4	100.0
60 and over	112.4	*	*	8.3	61.0	25.5	100.0
<i>Total</i>	<i>2,891.2</i>	<i>2.8</i>	<i>6.4</i>	<i>12.2</i>	<i>55.0</i>	<i>23.6</i>	<i>100.0</i>
FEMALES							
15-19	223.1	5.5	7.4	12.9	44.0	30.2	100.0
20-24	328.2	4.3	7.8	12.3	50.0	25.6	100.0
25-34	340.5	2.4	8.4	12.8	49.3	27.0	100.0
35-44	243.2	*	5.7	11.1	51.7	29.3	100.0
45-54	208.4	*	4.0	6.0	55.2	33.3	100.0
55-59	64.8	*	*	*	51.7	42.7	100.0
60 and over	20.8	*	*	*	40.1	53.2	100.0
<i>Total</i>	<i>1,429.0</i>	<i>3.0</i>	<i>6.5</i>	<i>10.9</i>	<i>49.9</i>	<i>29.6</i>	<i>100.0</i>
PERSONS							
15-19	519.3	4.2	7.2	10.7	46.1	31.9	100.0
20-24	734.1	4.2	8.6	14.2	51.5	21.5	100.0
25-34	1,147.7	3.2	7.5	13.4	52.8	23.2	100.0
35-44	810.3	2.1	6.2	11.7	55.2	24.8	100.0
45-54	701.7	1.6	4.3	8.7	58.1	27.3	100.0
55-59	273.9	*	2.9	10.6	54.8	30.3	100.0
60 and over	133.2	*	*	7.4	57.7	29.8	100.0
<i>Total</i>	<i>4,320.3</i>	<i>2.9</i>	<i>6.5</i>	<i>11.8</i>	<i>53.3</i>	<i>25.6</i>	<i>100.0</i>

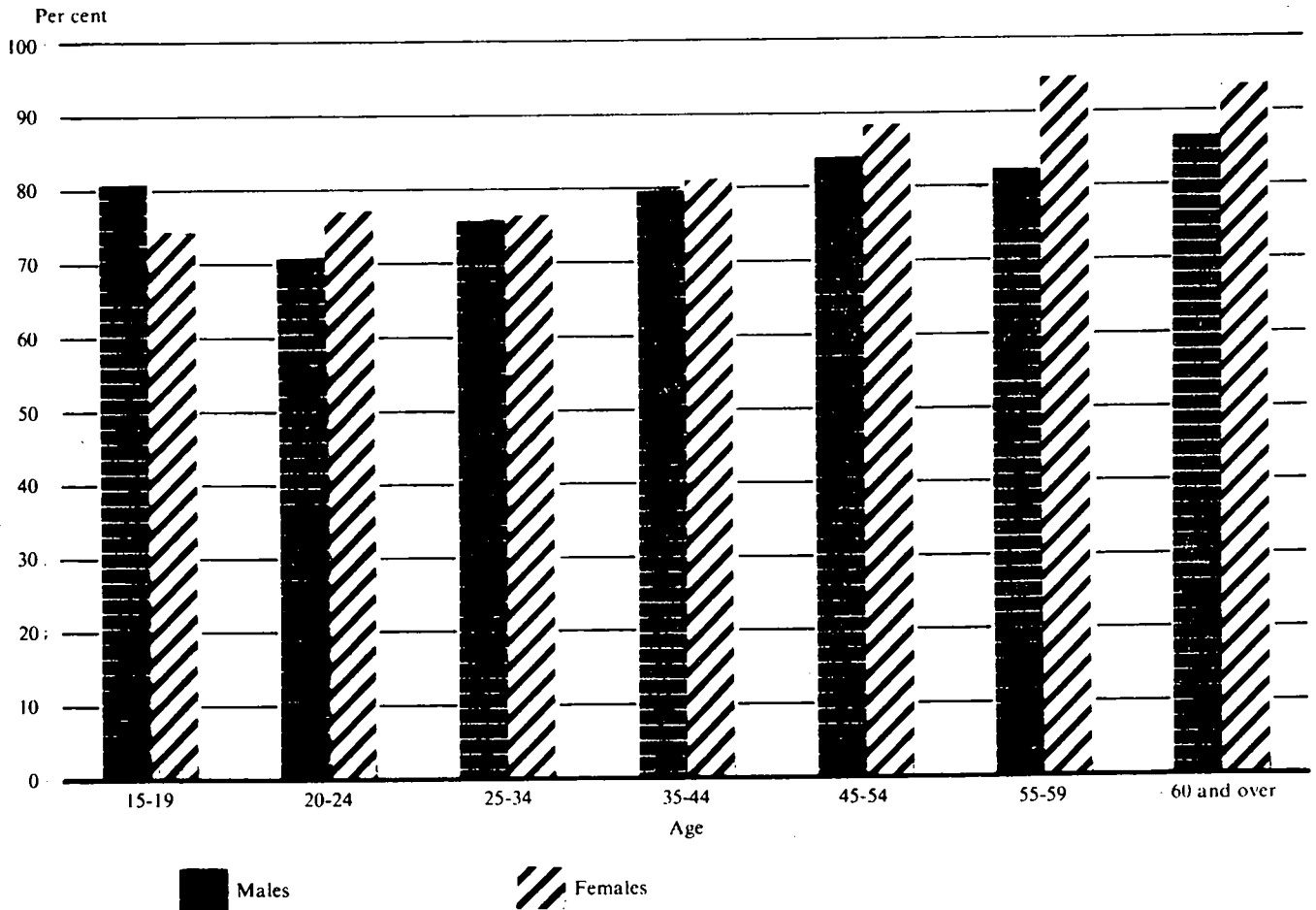
Source: Working Conditions, Australia, (6335.0).

CHART 9.1 OVERALL LEVEL OF JOB SATISFACTION, FEBRUARY TO MAY 1979



Source: Working Conditions, Australia (6335.0)

CHART 9.2 PERCENTAGE OF EMPLOYEES SATISFIED OR VERY SATISFIED WITH THEIR JOB: AGE, FEBRUARY TO MAY 1979



Source: Working Conditions, Australia (6335.0)

**TABLE 9.2. OVERALL LEVEL OF JOB SATISFACTION AND USUAL WEEKLY EARNINGS
FEBRUARY TO MAY 1979
(per cent)**

<i>Usual weekly earnings (\$)</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
MALES						
Under 120	3.4	7.1	8.7	52.6	28.2	100.0
120-129	*	*	*	54.8	23.3	100.0
130-139	*	*	12.6	52.8	23.8	100.0
140-149	*	7.7	12.0	58.3	17.3	100.0
150-159	4.7	6.7	15.8	51.5	21.3	100.0
160-169	4.0	6.9	13.6	55.9	19.6	100.0
170-179	3.6	7.0	15.5	54.0	19.9	100.0
180-199	3.2	7.8	12.7	55.3	21.0	100.0
200-219	2.6	5.0	14.9	56.5	21.0	100.0
220-249	2.2	6.2	10.0	58.7	23.0	100.0
250-299	*	6.4	11.5	54.6	26.4	100.0
300-349	*	6.4	11.0	53.0	27.4	100.0
350 and over	*	3.7	9.6	54.3	31.7	100.0
<i>Total</i>	2.8	6.4	12.2	55.0	23.6	100.0
FEMALES						
Under 120	4.8	7.5	11.4	45.9	30.4	100.0
120-129	*	*	13.0	50.5	26.0	100.0
130-139	*	*	12.4	51.9	25.3	100.0
140-149	*	*	12.7	58.8	21.8	100.0
150-159	*	8.3	10.5	51.1	28.3	100.0
160-169	*	7.3	9.3	51.0	27.8	100.0
170-179	*	*	12.9	51.8	29.4	100.0
180-199	*	7.7	8.0	52.9	30.3	100.0
200-219	*	*	8.9	46.8	37.3	100.0
220-249	*	*	12.0	46.1	34.0	100.0
250-299	*	*	*	54.2	28.8	100.0
300 and over	*	*	*	43.0	42.5	100.0
<i>Total</i>	3.0	6.5	10.9	49.9	29.6	100.0
PERSONS						
Under 120	4.2	7.3	10.2	48.8	29.4	100.0
120-129	*	7.7	12.0	52.3	24.8	100.0
130-139	4.5	6.1	12.5	52.2	24.7	100.0
140-149	3.7	5.9	12.4	58.6	19.5	100.0
150-159	3.4	7.5	13.3	51.3	24.5	100.0
160-169	4.2	7.1	11.8	53.9	23.0	100.0
170-179	3.2	5.8	14.6	53.2	23.1	100.0
180-199	2.6	7.8	11.5	54.7	23.5	100.0
200-219	2.1	5.4	13.5	54.2	24.9	100.0
220-249	2.1	6.2	10.3	56.4	25.0	100.0
250-299	*	6.1	11.2	54.5	26.8	100.0
300-349	*	6.7	10.5	52.3	28.5	100.0
350 and over	*	3.8	9.5	53.6	32.5	100.0
<i>Total</i>	2.9	6.5	11.8	53.3	25.6	100.0

Source: Working Conditions, Australia (6335.0).

TABLE 9.3. OVERALL LEVEL OF JOB SATISFACTION AND OCCUPATION,
FEBRUARY TO MAY 1979
(per cent)

<i>Occupation group</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
MALES						
Professional, technical, etc.	*	6.6	12.2	56.8	23.2	100.0
Administrative, executive and managerial	*	3.8	9.7	52.4	32.8	100.0
Clerical	2.9	7.2	16.8	53.3	19.8	100.0
Sales	*	8.1	12.3	52.0	24.1	100.0
Farming, fishing, timber-getting, etc.	*	*	*	59.3	28.1	100.0
Mining and quarrying	*	*	*	65.7	*	100.0
Transport and communication	*	5.3	10.4	59.7	22.5	100.0
Trades and production-process workers and labourers n.e.c.	3.4	6.8	12.5	55.1	22.3	100.0
Service, sport and recreation	*	7.3	9.8	49.6	29.6	100.0
<i>Total</i>	2.8	6.4	12.2	55.0	23.6	100.0
FEMALES						
Professional, technical, etc.	*	6.2	7.7	47.8	36.6	100.0
Administrative, executive and managerial	*	*	*	41.9	36.4	100.0
Clerical	3.3	6.7	11.9	48.7	29.4	100.0
Sales	*	7.0	11.1	52.0	26.7	100.0
Transport and communication	*	*	*	41.2	33.4	100.0
Trades and production-process workers and labourers n.e.c.	6.1	7.1	15.4	52.2	19.2	100.0
Service, sport and recreation	*	6.2	8.4	54.7	29.0	100.0
<i>Total</i>	3.0	6.5	10.9	49.9	29.6	100.0
PERSONS						
Professional, technical, etc.	1.4	6.4	10.3	52.9	29.0	100.0
Administrative, executive and managerial	*	4.1	9.8	51.5	33.1	100.0
Clerical	3.2	6.9	13.6	50.4	26.0	100.0
Sales	3.3	7.6	11.8	52.0	25.3	100.0
Farming, fishing, timber-getting, etc.	*	*	8.1	59.1	28.0	100.0
Mining and quarrying	*	*	*	65.7	*	100.0
Transport and communication	*	5.5	11.2	57.2	23.9	100.0
Trades and production-process workers and labourers n.e.c.	3.7	6.8	12.8	54.8	21.9	100.0
Service, sport and recreation	2.5	6.7	9.0	52.6	29.3	100.0
<i>Total</i>	2.9	6.5	11.8	53.3	25.6	100.0

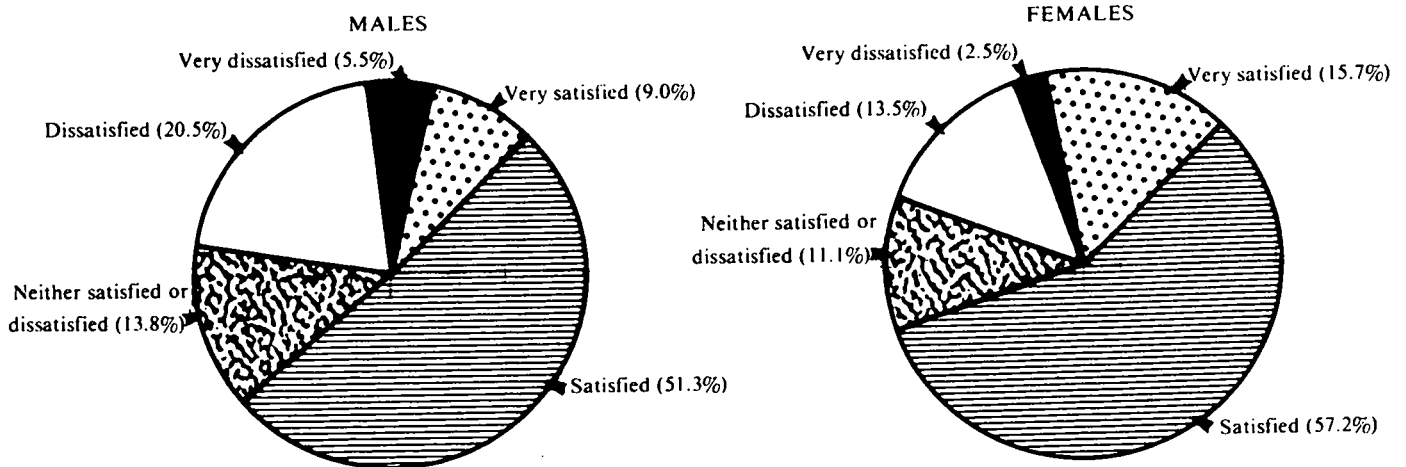
Source: *Working Conditions, Australia* (6335.0).

**TABLE 9.4. LEVEL OF SATISFACTION WITH AMOUNT OF GROSS PAY, AND USUAL WEEKLY EARNINGS
FEBRUARY TO MAY 1979
(per cent)**

Usual weekly earnings (\$)	Level of satisfaction with amount of gross pay					Total
	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
MALES						
Under 120	6.9	17.6	14.5	54.8	6.2	100.0
120-149	8.9	26.4	12.8	45.1	6.9	100.0
150-199	7.8	26.9	15.3	43.8	6.2	100.0
200-249	3.6	18.3	14.0	55.5	8.6	100.0
250 and over	2.7	13.6	11.5	57.8	14.3	100.0
Total	5.5	20.5	13.8	51.3	9.0	100.0
FEMALES						
Under 120	3.2	13.0	13.5	59.2	11.1	100.0
120-149	3.3	18.5	11.3	56.1	10.9	100.0
150-199	2.5	14.3	12.3	55.5	1.5	100.0
200-249	*	9.4	5.8	56.5	27.4	100.0
250 and over	*	*	*	61.0	25.6	100.0
Total	2.5	13.5	11.1	57.2	15.7	100.0
PERSONS						
Under 120	4.8	15.1	14.0	57.2	8.9	100.0
120-149	5.8	22.1	12.0	51.1	9.0	100.0
150-199	5.9	22.4	14.2	48.0	9.5	100.0
200-249	3.1	16.4	12.3	55.7	12.5	100.0
250 and over	2.5	12.7	11.0	58.2	15.7	100.0
Total	4.5	18.2	12.9	53.2	11.2	100.0

Source: Working Conditions, Australia (6335.0).

CHART 9.3 LEVEL OF SATISFACTION WITH AMOUNT OF GROSS PAY, FEBRUARY TO MAY 1979



Source: Working Conditions, Australia (6335.0)

**TABLE 9.5. EMPLOYEES : MOST IMPORTANT DESIRED CHANGES TO WORKING CONDITIONS AND OCCUPATION,
FEBRUARY TO MAY 1979
(per cent)**

Most important desired changes	Occupation group								Total
	Pro- fessional, technical, etc.	Adminis- trative, executive and managerial	Clerical	Sales	Farming, fishing, timber- getting, etc.	Transport and communi- cation	Trades and production- process workers and labourers, n.e.c.	Service, sport and recreation	
RESPONDENTS' RANKING OF DESIRED CHANGES—MOST IMPORTANT									
More say in decisions	22.6	18.6	16.3	17.3	9.7	11.1	9.9	10.7	14.4
More security of job tenure	7.1	7.0	5.5	10.5	7.6	11.9	12.8	6.8	9.2
Improved superannuation, etc. benefits	6.8	12.2	8.2	7.5	9.0	9.1	9.0	6.9	8.4
More promotion opportunities	6.9	3.6	12.0	7.2	*	5.6	5.5	4.3	6.9
Shorter working hours	4.9	7.1	6.8	5.7	*	8.2	7.7	6.3	6.7
Work which is more worthwhile	2.6	*	4.9	3.8	*	*	2.4	4.0	3.1
More paid leave	1.7	*	1.3	*	*	*	2.3	2.5	2.0
Higher wages or salary	5.7	7.8	9.1	10.3	9.7	10.3	11.8	11.5	9.7
More variety in work	2.2	*	3.9	*	*	*	2.8	2.0	2.6
Better physical working conditions	7.7	*	3.4	3.5	*	4.0	5.3	3.4	4.8
More paid overtime	*	*	*	*	*	*	2.1	*	1.3
Improved health or safety standards	2.5	*	1.4	*	*	4.7	6.4	3.3	3.8
Other improvements	12.6	10.9	7.4	3.4	*	8.1	5.7	7.0	7.5
No improvement	16.0	23.2	19.2	24.5	35.8	20.9	16.2	30.1	19.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
RESPONDENTS' RANKING OF DESIRED CHANGES—SECOND MOST IMPORTANT									
More say in decisions	3.8	*	2.8	3.2	*	*	2.6	3.1	2.9
More security of job tenure	3.0	*	1.9	3.5	*	*	3.0	*	2.5
Improved superannuation, etc. benefits	3.8	7.3	2.9	4.7	*	4.6	4.2	3.1	4.1
More promotion opportunities	6.5	3.4	6.6	5.1	*	4.8	4.4	2.7	5.0
Shorter working hours	2.7	*	2.9	2.8	*	4.5	3.5	3.3	3.1
Work which is more worthwhile	3.7	*	5.5	3.2	*	*	3.1	2.4	3.5
More paid leave	1.7	*	1.1	*	*	*	3.1	*	2.2
Higher wages or salary	8.6	11.9	10.5	12.5	8.4	14.0	12.4	9.4	11.1
More variety in work	3.9	*	9.9	4.6	*	4.4	4.2	4.5	5.2
Better physical working conditions	6.6	*	4.5	3.3	*	4.0	5.4	3.5	4.7
More paid overtime	2.6	*	2.1	*	*	3.0	4.7	2.8	3.2
Improved health or safety standards	3.6	*	2.6	2.6	*	6.6	9.7	4.3	5.7
Other improvements	13.5	10.7	7.1	6.2	*	9.4	5.8	8.2	8.1
No second improvement	36.2	47.3	39.6	45.0	55.6	35.9	33.8	49.5	38.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Working Conditions, Australia (6335.0).

**TABLE 9.6. EMPLOYEES(a) : PREFERENCE FOR PERMANENT OR CASUAL WORK,
USUAL HOURS WORKED PER WEEK, MARCH TO MAY 1982
(*'000)**

Preference for permanent or casual work	Usual hours worked per week (in main job)								Total
	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	
MALES									
'Permanent' worker—									
Preferred permanent	*	10.2	31.6	110.3	420.8	1,084.1	533.2	476.2	2,669.7
Preferred casual	*	*	*	9.8	33.3	102.5	46.7	63.9	260.0
Could not decide	*	*	*	*	4.1	17.7	9.1	17.5	51.8
Total	*	11.1	35.1	122.3	458.2	1,204.3	589.0	557.6	2,981.5
'Casual' worker—									
Preferred permanent	10.4	9.7	5.2	5.8	4.4	28.9	9.8	18.3	92.4
Preferred casual	6.1	7.8	5.3	*	*	21.3	6.8	19.7	72.1
Could not decide	*	*	*	*	*	*	*	6.4	18.0
Total	19.4	19.3	11.6	9.4	7.1	53.6	17.7	44.4	182.5
Total—									
Preferred permanent	13.6	19.9	36.9	116.2	425.2	1,113.1	542.9	494.5	2,762.1
Preferred casual	6.8	7.8	8.5	13.0	35.2	123.8	53.5	83.6	332.1
Could not decide	*	*	*	*	5.0	21.0	10.3	23.9	69.8
Total	23.3	30.4	46.7	131.7	465.3	1,257.9	606.7	601.9	3,164.0
FEMALES									
'Permanent' worker—									
Preferred permanent	47.5	79.3	80.0	110.0	271.6	622.1	121.1	55.6	1,387.3
Preferred casual	6.8	9.5	6.5	9.1	17.9	45.0	8.7	6.3	109.7
Could not decide	*	*	*	*	4.0	10.4	*	*	28.1
Total	55.8	92.2	89.7	121.2	293.5	677.4	131.1	64.2	1,525.1
'Casual' worker—									
Preferred permanent	57.5	47.4	19.0	7.7	8.5	16.7	4.7	*	163.3
Preferred casual	58.1	39.8	12.9	5.1	4.3	6.4	*	*	130.6
Could not decide	11.3	4.4	*	*	*	*	*	*	21.4
Total	127.0	91.6	32.9	13.6	14.9	24.2	6.9	4.1	315.3
Total—									
Preferred permanent	105.0	126.7	99.0	117.7	280.1	638.8	125.9	57.4	1,550.6
Preferred casual	65.0	49.4	19.4	14.2	22.2	51.3	10.8	8.1	240.3
Could not decide	12.8	7.7	4.3	*	6.2	11.6	*	*	49.5
Total	182.8	183.8	122.7	134.9	308.4	701.7	137.9	68.3	1,840.4
PERSONS									
'Permanent' worker—									
Preferred permanent	50.7	89.6	111.6	220.4	692.4	1,706.2	654.3	531.8	4,057.0
Preferred casual	7.6	9.5	9.6	18.9	51.1	147.5	55.4	70.1	369.7
Could not decide	*	4.2	*	4.2	8.2	28.1	10.4	19.8	79.9
Total	59.7	103.3	124.8	243.5	751.7	1,881.7	720.1	621.8	4,506.6
'Casual' worker—									
Preferred permanent	67.9	57.1	24.3	13.5	12.8	45.7	14.5	20.1	255.7
Preferred casual	64.2	47.6	18.3	8.3	6.2	27.7	8.9	21.5	202.7
Could not decide	14.3	6.2	*	*	*	4.5	*	6.9	39.4
Total	146.3	110.9	44.6	23.1	22.0	77.9	24.6	48.5	497.8
Total—									
Preferred permanent	118.6	146.6	135.9	233.9	705.2	1,751.9	668.8	551.9	4,312.7
Preferred casual	71.8	57.1	27.9	27.2	57.3	175.1	64.3	91.7	572.4
Could not decide	15.7	10.4	5.6	5.5	11.1	32.6	11.6	26.7	119.3
Total	206.0	214.2	169.4	266.6	773.7	1,959.6	744.7	670.3	5,004.4

(a) Employees who were permanent or casual workers and usually worked 10 hours or more per week.

Source: *Alternative Working Arrangements, Australia (Preliminary) (6340.0)*.

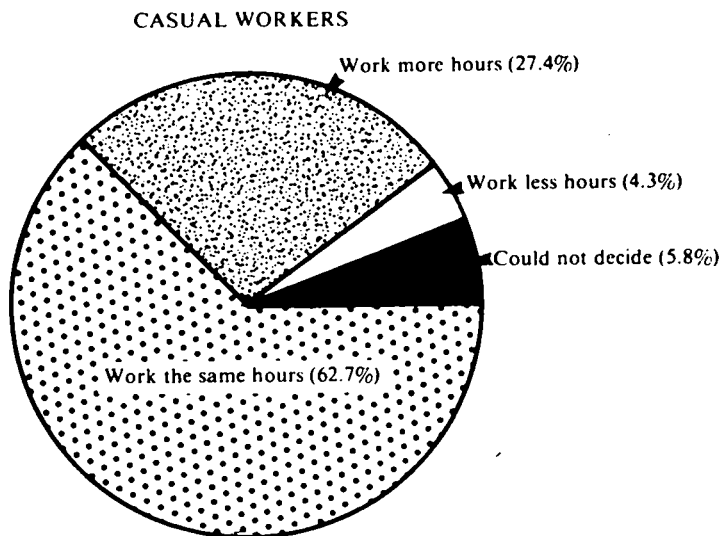
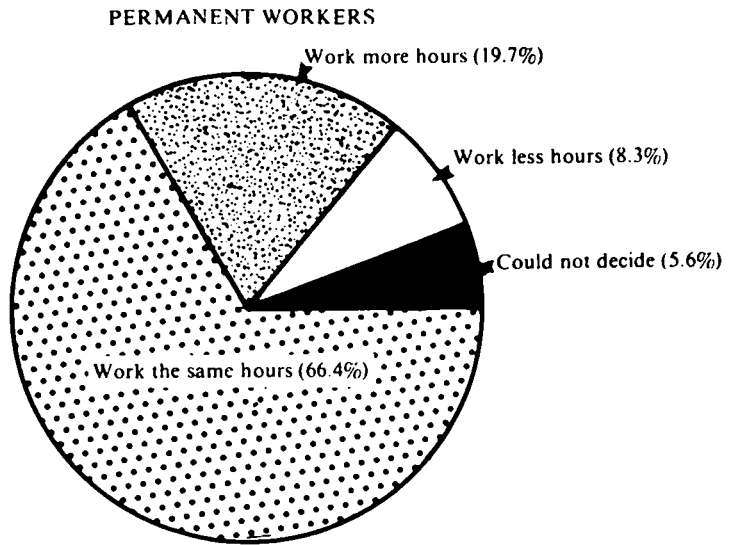
**TABLE 9.7. EMPLOYEES(a) : PREFERRED WORKING HOURS AND AGE,
MARCH TO MAY 1982
(' 000)**

Permanent or casual worker and preferred working hours	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
'Permanent' worker—								
Work less	5.0	20.1	42.6	39.1	27.4	21.4	10.9	166.7
Work more	91.5	150.0	238.8	129.0	70.6	20.5	9.3	709.6
Work the same hours	165.1	243.5	493.8	421.6	352.8	174.6	85.4	1,936.6
Could not decide	15.2	27.5	49.3	38.9	25.1	9.8	*	168.6
Total	276.8	441.2	824.4	628.6	475.9	226.3	108.4	2,981.5
'Casual' worker—								
Work less	*	*	*	*	*	*	*	6.2
Work more	11.5	13.9	23.5	9.3	4.3	*	*	64.6
Work the same hours	12.2	20.0	23.5	19.1	9.2	*	9.4	97.2
Could not decide	*	*	*	*	*	*	*	14.5
Total	25.0	38.7	51.9	33.2	16.2	6.4	11.1	182.5
Total—								
Work less	5.3	21.0	44.6	39.9	29.3	21.7	11.1	172.9
Work more	102.9	163.9	262.3	138.3	74.9	22.3	9.7	774.3
Work the same hours	177.3	263.5	517.3	440.7	362.0	178.3	94.8	2,033.8
Could not decide	16.3	31.4	52.1	42.9	25.9	10.5	*	183.1
Total	301.8	479.9	876.2	661.7	492.1	232.7	119.5	3,164.0
FEMALES								
'Permanent' worker—								
Work less	5.1	28.7	62.5	58.1	36.4	9.8	5.6	206.3
Work more	39.4	52.5	48.0	25.2	11.6	*	*	180.0
Work the same hours	142.6	239.0	252.4	197.4	150.0	54.5	18.1	1,053.9
Could not decide	14.2	21.0	20.5	16.4	10.7	*	*	84.8
Total	201.2	341.2	383.4	297.1	208.8	68.5	25.0	1,525.1
'Casual' worker—								
Work less	*	*	4.8	*	4.2	*	*	14.5
Work more	10.0	17.1	24.6	10.3	8.4	*	*	71.5
Work the same hours	16.5	25.3	63.2	63.9	34.5	6.7	4.5	214.7
Could not decide	*	*	5.4	4.0	*	*	*	14.5
Total	28.7	45.1	98.0	80.7	48.5	8.4	5.8	315.3
Total—								
Work less	5.6	29.9	67.3	60.7	40.6	10.6	6.1	220.8
Work more	49.4	69.5	72.6	35.5	20.0	*	*	251.6
Work the same hours	159.1	264.3	315.6	261.3	184.5	61.2	22.7	1,268.7
Could not decide	15.8	22.5	25.9	20.4	12.2	*	*	99.3
Total	229.9	386.3	481.4	377.9	257.3	76.9	30.8	1,840.4
PERSONS								
'Permanent' worker—								
Work less	10.1	48.9	105.1	97.3	63.9	31.2	16.6	373.0
Work more	130.8	202.5	286.8	154.1	82.2	23.3	10.0	889.7
Work the same hours	307.7	482.5	746.1	619.0	502.8	229.0	103.5	2,990.6
Could not decide	29.4	48.5	69.8	55.3	35.8	11.2	*	253.4
Total	477.9	782.3	1,207.8	925.7	684.7	294.8	133.4	4,506.6
'Casual' worker—								
Work less	*	*	6.8	*	6.0	*	*	20.7
Work more	21.5	31.0	48.0	19.7	12.7	*	*	136.2
Work the same hours	28.7	45.4	86.8	83.0	43.7	10.4	13.9	311.9
Could not decide	*	5.3	8.3	7.9	*	*	*	29.0
Total	53.7	83.8	149.9	113.9	64.8	14.8	16.9	497.8
Total—								
Work less	10.9	50.9	111.9	100.5	69.9	32.3	17.2	393.7
Work more	152.3	233.4	334.8	173.8	94.9	25.9	10.6	1,025.9
Work the same hours	336.3	527.9	832.9	702.0	546.5	239.4	117.4	3,302.5
Could not decide	32.1	53.8	78.0	63.3	38.2	12.0	5.0	282.4
Total	531.7	866.1	1,357.7	1,039.6	749.5	309.6	150.3	5,004.4

(a) Employees who were permanent or casual workers and usually worked 10 hours or more per week.

Source: *Alternative Working Arrangements, Australia (Preliminary)* (6340.0).

CHART 9.4 PREFERRED WORKING HOURS OF PERMANENT AND CASUAL WORKERS, MARCH TO MAY 1982



Source: *Alternative Working Arrangements, Australia* (Preliminary) (6340.0)

TABLE 9.8. EMPLOYEES(a) : PREFERRED WORKING HOURS AND USUAL HOURS WORKED EACH WEEK, MARCH TO MAY 1982
(' 000)

Preferred working hours	Usual hours worked each week (in main job)								Total
	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	
Males—									
Work less	*	*	*	6.2	27.4	49.7	34.5	50.9	172.9
Work more	11.0	12.4	11.5	28.0	115.4	324.2	145.5	126.2	774.3
Work the same hours	10.3	13.4	29.2	92.3	302.5	819.4	392.7	374.1	2,033.8
Could not decide	*	*	*	5.3	20.0	64.7	34.1	50.8	183.1
Total	23.3	30.4	46.7	131.7	465.3	1,257.9	606.7	601.9	3,164.0
Females—									
Work less	4.8	8.8	15.2	20.8	43.4	91.1	23.6	13.2	220.8
Work more	41.3	35.7	11.9	18.6	40.2	81.8	16.8	5.4	251.6
Work the same hours	130.1	133.1	88.3	88.8	211.6	484.1	89.2	43.4	1,268.7
Could not decide	6.6	6.2	7.3	6.7	13.2	44.6	8.3	6.4	99.3
Total	182.8	183.8	122.7	134.9	308.4	701.7	137.9	68.3	1,840.4
Persons—									
Work less	5.0	10.5	17.6	26.9	70.8	140.8	58.1	64.0	393.7
Work more	52.3	48.1	23.4	46.5	155.6	406.1	162.3	131.6	1,025.9
Work the same hours	140.4	146.5	117.5	181.1	514.1	1,303.5	481.9	417.5	3,302.5
Could not decide	8.3	9.1	10.9	12.0	33.2	109.3	42.4	57.1	282.4
Total	206.0	214.2	169.4	266.6	773.7	1,959.6	744.7	670.3	5,004.4

(a) Employees who usually worked 10 hours or more per week.

Source: *Alternative Working Arrangements, Australia (Preliminary)* (6340.0).

TABLE 9.9. EMPLOYEES(a) : PREFERRED WORKING ARRANGEMENT, USUAL WORKING ARRANGEMENT AND WHETHER HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT, MARCH TO MAY 1982
(' 000)

Usual working arrangement	Preferred working arrangement						Total
	4-day week	5-day week	9-day fortnight	19-day month	Other	Could not decide	
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	37.2	5.0	4.0	*	9.5	*	59.0
7-day fortnight	6.1	*	*	*	35.5	*	49.0
8-day fortnight	*	*	*	*	30.1	*	38.4
9-day fortnight	10.8	*	26.5	*	*	*	40.0
10-day fortnight	*	7.6	5.6	*	*	*	19.1
19-day month	*	*	*	4.3	*	*	11.3
5-day week	82.7	130.8	94.3	15.4	31.0	10.8	364.9
6-day week	11.1	32.7	12.8	*	29.7	8.7	97.1
7-day week	*	9.1	*	*	16.1	*	31.9
Other	*	*	*	*	9.1	*	17.9
Total	161.9	196.0	149.0	25.9	164.3	31.3	728.5
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	63.5	12.7	11.8	*	13.9	*	106.6
7-day fortnight	10.6	13.5	*	*	42.2	*	74.3
8-day fortnight	5.6	4.2	*	*	32.8	*	46.8
9-day fortnight	30.4	5.3	81.6	*	*	*	123.7
10-day fortnight	9.1	22.3	16.8	*	*	*	59.0
19-day month	5.6	4.3	8.1	15.0	*	*	35.2
5-day week	653.5	1,261.7	1,035.3	168.0	133.3	96.0	3,347.8
6-day week	44.7	155.9	84.0	15.2	51.3	10.3	361.5
7-day week	4.3	22.2	7.8	*	20.3	4.8	62.6
Other	8.3	16.8	14.4	*	11.9	4.4	58.4
Total	835.6	1,518.8	1,264.5	208.2	316.4	132.4	4,275.8
TOTAL							
4-day fortnight or 2-day week	100.7	17.7	15.8	*	23.4	6.2	165.6
7-day fortnight	16.7	16.6	4.7	*	77.7	6.4	123.3
8-day fortnight	9.2	6.0	*	*	62.9	4.8	85.2
9-day fortnight	41.2	6.8	108.1	*	*	*	163.7
10-day fortnight	11.5	29.9	22.4	*	9.1	4.7	78.1
19-day month	7.7	5.6	11.5	19.4	*	*	46.4
5-day week	736.2	1,392.4	1,129.6	183.4	164.3	106.7	3,712.7
6-day week	55.8	188.6	96.8	17.3	81.0	19.0	458.6
7-day week	7.4	31.2	7.8	*	36.4	7.8	94.5
Other	11.0	20.1	15.2	4.2	21.0	4.7	76.2
Total	997.6	1,714.8	1,413.5	234.1	480.7	163.7	5,004.4

(a) Employees who usually worked 10 hours or more per week.

Source: *Alternative Working Arrangements, Australia (Preliminary)* (6340.0).

TABLE 9.10. EMPLOYEES(a) : PREFERRED CONTROL OVER STARTING/FINISHING TIMES AT WORK AND OCCUPATION, MARCH TO MAY 1982 ('000)

Control over starting/finishing times at work	Occupation group								Total
	Professional, technical, etc.	Administrative, executive, etc.	Clerical	Sales	Farming, fishing, etc.	Transport and communication	Trades and production-process workers and labourers, n.e.c.	Service, sport and recreation	
MALES									
Start/finish times set—									
Preferred some control	111.3	29.3	77.9	33.9	13.4	55.0	412.6	63.1	806.2
Preferred set times	100.1	54.1	84.5	57.9	42.0	138.9	814.3	102.0	1,418.7
Could not decide	*	*	*	*	*	*	15.6	4.8	35.1
Total	215.1	86.0	163.2	93.4	56.5	197.5	1,242.5	169.9	2,260.0
Had some control over start/finish times—									
Preferred some control	210.2	154.8	128.3	66.5	50.8	37.4	180.5	36.8	868.7
Preferred set times	7.1	5.8	4.6	*	*	*	7.9	*	31.2
Total	218.5	161.1	132.9	69.3	52.2	38.1	189.8	38.6	904.0
Total—									
Preferred some control	321.5	184.1	206.2	100.4	64.2	92.4	593.1	99.9	1,674.9
Preferred set times	107.2	59.9	89.2	60.3	43.4	139.1	822.2	103.8	1,449.9
Could not decide	4.9	*	*	*	*	4.1	17.0	4.8	39.1
Total	433.6	247.1	296.1	162.8	108.7	235.6	1,432.2	208.5	3,164.0
FEMALES									
Start/finish times set—									
Preferred some control	124.1	6.3	210.4	50.6	*	10.7	67.3	76.3	547.4
Preferred set times	170.9	13.5	241.2	89.7	4.8	22.5	125.2	172.0	840.2
Could not decide	*	*	*	*	*	*	4.0	*	13.7
Total	297.2	20.2	453.1	141.6	6.8	33.7	196.6	251.8	1,401.3
Had some control over start/finish times—									
Preferred some control	88.2	18.6	216.7	29.9	5.6	4.9	19.3	41.1	424.5
Preferred set times	*	*	6.8	*	*	*	*	*	13.4
Total	91.3	19.4	224.5	30.8	5.6	4.9	20.2	42.3	439.0
Total—									
Preferred some control	212.3	24.9	427.1	80.5	7.3	15.6	86.6	117.4	971.9
Preferred set times	173.8	14.8	248.0	90.6	4.8	22.5	126.1	173.1	853.6
Could not decide	*	*	*	*	*	*	4.0	*	14.9
Total	388.5	39.6	677.5	172.4	12.4	38.6	216.8	294.1	1,840.4
PERSONS									
Start/finish times set—									
Preferred some control	235.4	35.6	288.3	84.5	15.1	65.7	479.9	139.3	1,353.6
Preferred set times	271.0	67.6	325.7	147.7	46.8	161.4	939.5	274.0	2,258.9
Could not decide	5.9	*	*	*	*	4.2	19.6	8.4	48.9
Total	512.3	106.2	616.2	235.0	63.3	231.2	1,439.0	421.7	3,661.4
Had some control over start/finish times—									
Preferred some control	298.4	173.4	345.0	96.5	56.4	42.3	199.8	78.0	1,293.2
Preferred set times	10.0	6.6	11.4	*	*	*	8.8	*	44.7
Total	309.8	180.5	357.4	100.1	57.8	43.0	210.0	80.9	1,343.0
Total—									
Preferred some control	533.8	209.0	633.3	180.9	71.5	107.9	679.7	217.3	2,646.8
Preferred set times	281.0	74.2	337.1	150.9	48.2	161.7	948.3	276.9	2,303.5
Could not decide	7.3	*	*	*	*	4.6	21.0	8.4	54.0
Total	822.0	286.7	973.6	335.1	121.1	274.2	1,649.0	502.6	5,004.4

(a) Employees who usually worked 10 hours or more per week.

Source: *Alternative Working Arrangements, Australia (Preliminary) (6340.0)*.

TABLE 9.11. EMPLOYEES AGED 45 AND OVER(a) : PREFERENCE FOR TAPERED RETIREMENT, MARCH TO MAY 1982 ('000)

Age group	Member of a superannuation, etc. scheme			Not a member of a superannuation, etc. scheme			Total		
	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total
MALES									
45-49	28.2	148.0	176.2	11.3	48.9	60.2	39.5	196.9	236.4
50-54	27.8	151.0	178.9	13.5	45.9	59.5	41.3	197.0	238.3
55	6.0	25.5	31.4	*	10.2	12.2	8.0	35.6	43.7
56	7.3	27.1	34.4	*	13.0	15.5	9.9	40.0	49.9
57	4.7	24.1	28.8	*	11.6	12.0	5.1	35.7	40.8
58	9.0	28.9	37.9	*	10.0	11.7	10.8	38.8	49.6
59	7.5	22.4	29.9	*	8.3	10.7	9.9	30.6	40.6
60	*	15.5	17.2	*	8.5	9.5	*	24.0	26.7
61	*	9.3	12.4	*	6.1	8.1	5.1	15.4	20.5
62	*	11.1	12.3	*	7.4	8.8	*	18.5	21.2
63	*	8.1	9.2	*	4.4	5.6	*	12.5	14.8
64	*	7.5	8.7	*	*	5.5	*	11.4	14.2
65 and over	*	*	*	*	5.6	5.6	*	7.8	8.2
Total	98.9	480.8	579.7	41.4	183.6	225.0	140.3	664.4	804.7
FEMALES									
45-49	11.3	26.3	37.6	22.2	31.8	53.9	33.4	58.1	91.5
50-54	10.1	22.2	32.3	16.9	32.9	49.8	27.0	55.1	82.1
55	*	5.3	7.3	*	5.8	9.5	5.6	11.1	16.8
56	*	4.4	5.9	*	7.1	9.3	*	11.4	15.1
57	*	*	4.7	*	4.2	5.0	*	6.7	9.8
58	*	*	4.4	*	*	4.3	*	6.2	8.6
59	*	*	*	*	*	4.7	*	6.0	8.6
60 and over	*	4.4	8.2	*	9.8	11.1	5.1	14.2	19.3
Total	34.0	70.2	104.1	48.9	98.8	147.7	82.9	168.9	251.8
PERSONS									
45-49	39.5	174.3	213.7	33.4	80.7	114.2	72.9	255.0	327.9
50-54	37.9	173.2	211.1	30.4	78.9	109.3	68.3	252.1	320.5
55	8.0	30.8	38.7	5.7	16.0	21.7	13.7	46.8	60.4
56	8.8	31.5	40.3	4.7	20.0	24.8	13.5	51.5	65.0
57	6.9	26.6	33.5	*	15.8	17.1	8.3	42.4	50.6
58	10.6	31.7	42.3	*	13.4	16.0	13.2	45.0	58.2
59	9.0	24.7	33.7	*	12.0	15.4	12.4	36.7	49.1
60	*	17.0	18.7	*	11.5	12.8	*	28.5	31.5
61	5.3	11.0	16.3	*	8.3	10.3	7.3	19.2	26.6
62	*	12.0	13.7	*	8.0	10.4	4.0	20.1	24.1
63	*	8.3	9.3	*	4.6	5.8	*	12.9	15.1
64	*	7.7	9.5	*	5.4	7.1	*	13.1	16.6
65 and over	*	*	*	*	7.8	7.8	*	10.1	10.9
Total	132.9	551.0	683.8	90.3	282.4	372.7	223.2	833.3	1,056.5

(a) Employees usually working 30 hours or more per week in permanent employment.

Source: *Alternative Working Arrangements, Australia (Preliminary)* (6340.0).

TABLE 9.12. EMPLOYEES AGED 45 AND OVER(a) : EARLIEST RETIREMENT AGE ON FULL BENEFITS AND RETIREMENT PREFERENCES, MARCH TO MAY 1982 ('000)

Retirement preferences	Earliest retirement age with full benefits (years)					Total
	Under 60	60	61-64	65 and over	Did not know	
MALES						
Preferred to retire earlier—						
Even if with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	6.8	*	7.1	..	16.6
4-5	*	46.2	*	115.2	..	165.7
5 or less	*	53.0	5.4	122.3	..	182.3
6-9	*	*	*	6.5	..	8.6
10 or more	*	*	*	35.3	..	37.6
Total	*	57.7	6.1	164.9	..	230.3
Not if with reduced benefits or higher contributions	*	23.9	*	51.6	..	80.5
Total	4.2	81.6	8.4	216.5	..	310.8
Preferred to retire at the same age	9.1	71.0	*	82.0	..	165.0
Preferred to retire later	15.2	29.3	*	19.8	..	65.4
Did not know when preferred to retire	*	6.3	*	6.4	23.4	38.5
Total	30.6	188.1	12.9	324.7	23.4	579.7
FEMALES						
Preferred to retire earlier—						
Even if with reduced benefits or higher contributions (years before current earliest retirement age)—						
5 or less	*	14.8	*	4.1	..	21.2
6 or more	*	5.9	*	4.8	..	11.0
Total	*	21.1	*	8.9	..	32.7
Not if with reduced benefits or higher contributions	*	6.6	*	*	..	9.4
Total	*	27.7	*	10.8	..	42.1
Preferred to retire at the same age	6.1	20.8	*	5.5	..	32.6
Preferred to retire later	4.1	8.2	*	*	..	12.4
Did not know when preferred to retire	*	*	*	*	13.0	17.0
Total	12.8	58.2	*	18.5	13.0	104.1
PERSONS						
Preferred to retire earlier—						
Even if with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	7.8	*	7.6	..	18.6
4-5	*	59.9	*	118.9	..	185.0
5 or less	*	67.8	6.2	126.5	..	203.6
6-9	*	*	*	7.6	..	12.0
10 or more	*	6.3	*	39.0	..	45.3
Total	*	78.8	6.9	173.7	..	263.0
Not if with reduced benefits or increased contributions	*	30.5	*	53.6	..	89.9
Total	6.3	109.3	9.9	227.3	..	352.9
Preferred to retire at the same age	15.2	91.8	*	87.6	..	197.6
Preferred to retire later	19.3	37.6	*	19.8	..	77.8
Did not know when preferred to retire	*	7.7	*	8.5	36.4	55.5
Total	43.3	246.3	14.6	343.2	36.4	683.8

(a) Employees usually working 30 hours or more per week in permanent employment who were members of a superannuation etc. scheme.

Source: *Alternative Working Arrangements, Australia (Preliminary)* (6340.0).